

Results of the 2010 Economics and Law Office Management Survey

February 2011

INTRODUCTION

The Florida Bar is the second largest unified state bar association in the United States. Its recorded history dates back to 1889 when it consisted of just a small voluntary group of lawyers in a state with a total population of less than 400,000 persons. Out of this small group grew the Florida State Bar Association, formed in 1907. Still a voluntary organization, its main focus was to publish a legal journal, draft court procedures, and present occasional educational courses for attorneys. Membership in this voluntary association never exceeded 2,500 attorneys.

After the close of World War I in 1920, there was a sharp growth in the number of attorneys in the state of Florida. Those attorneys, however, had no cohesive organization, and under two-thirds of them belonged to the voluntary state bar association.

In the 1930's, it was proposed that all attorneys, upon admission to practice, be required to obtain membership in the Florida State Bar Association. Many years later, the Supreme Court of Florida, after rejecting the original proposal, instructed state Bar officials to proceed in forming an integrated bar. As a result, 3,758 attorneys automatically became members of The Florida Bar in 1950. By the early 1960's, The Florida Bar had grown to include 7,000 members. Ten years later, the Bar's membership had increased to 12,000 members and, by 1980, the Bar consisted of 27,000 members. Today, The Florida Bar has a membership in excess of 89,000 attorneys.

Because of the large rise in membership over the past few decades, the Bar sponsors an economics and law office management survey. This survey is performed every two years in order to supply Florida Bar members with useful data which will assist them in their daily practice. The survey is intended to keep attorneys informed on how their colleagues are doing in

terms of salary information, benefits, hourly rates, number of hours worked, law office composition, and more.

For obvious financial reasons, it was decided to randomly sample a select number of members rather than survey all 90,000 Florida Bar members. A properly chosen random sample allows inferences to be made about the composition of the entire lawyer population from those expressed in the sample.

BACKGROUND

From September 2010 to November 2010, the Department of Research, Planning & Evaluation of The Florida Bar solicited opinions from numerous experts, both on Bar staff and on various committees of The Florida Bar, as to what the appropriate subjects should be for the 2010 survey. After extensive research, questions were developed by Mike J. Garcia, Director of Research, Planning & Evaluation for the Bar.

A random list of mailing labels was developed and individual labels were affixed to the questionnaire booklets. In late November 2010, The Florida Bar mailed 2,595 questionnaires to a random sample of its in-state membership. By the cut-off date in late December, the Bar had received 508 completed questionnaires, for a response rate of 20%.

Using a statistical analysis computer program entitled SPSS, The Florida Bar's Department of Research, Planning & Evaluation coded and entered all completed surveys, verified data for accuracy and completeness, and applied the appropriate statistical tests to the data

SAMPLE

For the 2010 survey, a sample of 2,595 members was randomly selected from a master list of all

in-state Florida Bar members in good standing. Although 508 questionnaires were returned, not

all questions were answered by all respondents. Therefore, percentages are based on the actual

number of individuals who responded to each particular question. For this sample, the error of

estimation rate is approximately plus or minus 4 percent at the 95 percent level of confidence.

This signifies that we can be 95 percent sure that, if all members of The Florida Bar were

interviewed, that the results would be within plus or minus 4 percent of what this sample found.

If, for example, a question achieved a percentage breakdown of 75 percent in favor, it can be

interpreted that between 71 and 79 percent of Florida Bar members are in favor.

In reporting the results, all percentages were rounded to the nearest whole percent (example:

34.5% equals 35%). For this reason, totals may not all equal 100 percent. Note that several

questions are "multiple response questions." This means that respondents were encouraged to

check all responses which apply to a given situation. Thus, multiple response questions will not

total 100 percent. Several measures of central tendency are mentioned throughout this report:

mean: the average for all values given for the total sample of each question.

The mean is calculated by adding all of the responses and then dividing

by the total number of responses received.

median: the middle value of a series of numbers which are initially rank ordered.

Half the numbers will be greater than the median and half the number

will be less than the median.

mode: the point for which most values are given for the entire sample.

range: the highest and lowest values given for the total sample for each question.

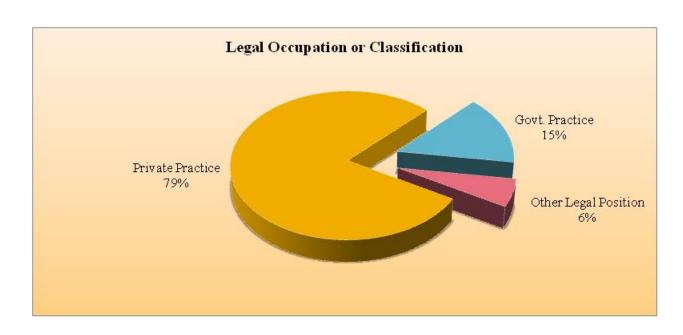
- 3 -

SECTION I: ECONOMICS

1. What is your legal occupation or classification?

Private Practice	Percent
Sole practitioner	31
Partner/shareholder	17
Associate	14
Managing partner	10
Practitioner with one or more associates	6
Of counsel	<1
Government Practice State government attorney	10
Local government attorney	3
Federal government attorney	1
Judge	<1
Other Legal Position	
Corporate counsel	4
Other position	2
Legal aid/legal service	<1

* Nearly four-fifths (79%) of all respondents are employed in private practice positions. Additionally, 15% of all respondents are employed in government practice positions and 6% are employed in other legal positions.



1A. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – What is your legal occupation or classification?

Classification	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>
Sole practitioner	29	29	30	31
Partner/shareholder	19	18	18	17
Associate	13	14	15	14
Managing partner	11	12	11	10
Practitioner with one or more assoc.	5	5	6	6
Of counsel	0	<1	<1	<1
State government attorney	10	10	9	10
Local government attorney	4	3	3	3
Federal government attorney	1	1	1	1
Judge	1	1	<1	<1
Corporate counsel	5	5	4	4
Other position	2	2	2	2
Legal aid/legal service	<u><1</u>	<u><1</u>	<u><1</u>	<u><1</u>
Total	100%	100%	100%	100%

^{*} There has been no significant change across employment classifications since 2004.

1B. What is your legal occupation or classification? – BY GENDER

Classification	Male <u>Percent</u>	Female Percent
Sole practitioner	34	23
Partner/shareholder	21	11
Associate	13	17
Managing Partner	12	7
Practitioner with one or more associates	7	4
Of counsel	<1	<1
State government attorney	7	16
Local government attorney	1	6
Federal government attorney	<1	1
Judge	<1	1
Corporate counsel	2	8
Legal aid/legal service	<1	1
Other position	<u>1</u>	_4
Total	100%	100%

^{*} One-third (33%) of all male respondents are either managing partners or partner/shareholders. Comparatively, 18% of all female respondents are either managing partners or partner/shareholders.

- * Almost one-quarter (24%) of all female respondents are employed in government practice positions. Comparatively, 9% of all male respondents are employed in government practice positions.
- * Note that there is a significant difference in average years of experience as the average male respondent reports having 19 years of experience with The Florida Bar, while the average female respondent reports having 10 years of experience (See Table 69 located on Page 60).

2. What is the <u>total</u> number of attorneys employed in your firm or legal work place?

Category	Percent
One attorney	33
2 to 5 attorneys	32
6 to 10 attorneys	12
11 to 25 attorneys	11
Over 25 attorneys	12

* Almost two-thirds (65%) of all respondents either operate a solo practice or are employed in small firms/legal offices consisting of five attorneys or less. Over three-quarters (77%) of all respondents either operate a solo practice or are employed in firms or legal offices consisting of ten attorneys or less.



2A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – What is the total number of attorneys employed in your firm or legal work place?

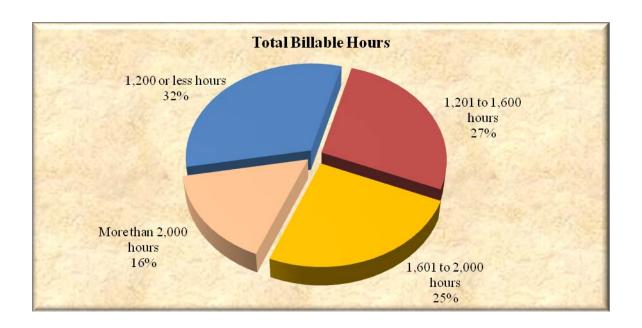
	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
<u>Category</u>	Percent	<u>Percent</u>	<u>Percent</u>	Percent	Percent
One attorney	32	32	32	32	33
2 to 5 attorneys	33	34	34	34	32
6 to 10 attorneys	11	12	12	11	12
11 to 25 attorneys	11	11	10	11	11
Over 25 attorneys	13	11	12	12	12

^{*} There is no significant difference since 2002 in the breakdown of the total number of attorneys employed by firms or legal offices.

3. What were your personal total billable hours last year? (ONLY INCLUDES THOSE RESPONDENTS WHO REPORT KEEPING PERSONAL BILLABLE HOURS)

Billable Hours	Percent
Less than 1,000 hours	18
1,000 to 1,200 hours	14
1,201 to 1,400 hours	13
1,401 to 1,600 hours	14
1,601 to 1,800 hours	12
1,801 to 2,000 hours	13
More than 2,000 hours	16

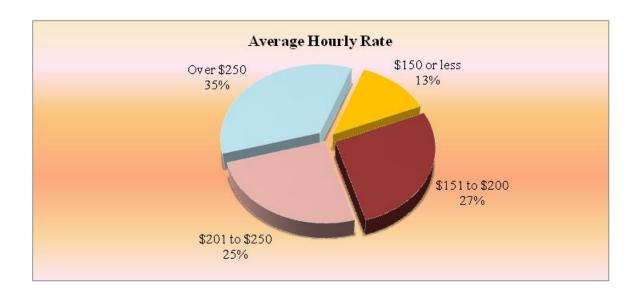
* When considering only those respondents who maintain personal billable hours, just over two-fifths (41%) report having over 1,600 billable hours last year, while 16% report having over 2,000 hours.



4. What is your <u>average</u> or standard hourly rate?

Hourly Rate	<u>Percent</u>
\$100 or loss	2
\$100 or less	-
\$101 to \$125	2
\$126 to \$150	9
\$151 to \$175	9
\$176 to \$200	18
\$201 to \$225	9
\$226 to \$250	16
\$251 to \$275	5
\$276 to \$300	14
\$301 to \$325	2
\$326 to \$350	6
Over \$350	8

* Just over one-third (35%) of all respondents report their hourly rate to be over \$250, while 16% report their hourly rate to be over \$300. Additionally, two-fifths (40%) report their hourly rate to be \$200 or less.



4A. Comparison between 2008 and 2010 Economics & Law Office Management Surveys – What is your <u>average</u> or standard hourly rate?

	2008 Survey	2010 Survey
Category	Percent	Percent
\$150 or less	10	13
\$151 to \$200	24	27
\$201 to \$250	30	25
\$251 to \$300	18	19
Over \$300	18	16

4B. What is your average or standard hourly rate? - BY REGION OF FLORIDA

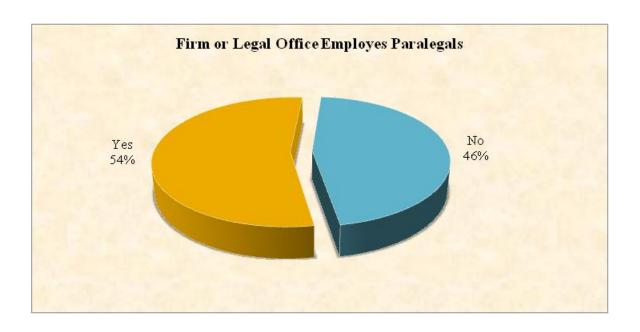
Hourly Rate	North Region <u>Percent</u>	Cent/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Less than \$150	16	13	13
\$151 to \$200	31	28	22
\$201 to \$250	30	26	20
Over \$250	23	33	45

^{*} The Southeast region of Florida contains the highest percentage of respondents who charge an hourly rate of over \$250. The North region of Florida contains the highest percentage of respondents who charge an hourly rate of \$200 or less. For a complete listing of counties within regions, see Appendix A located on Page 67.

5. Does your firm or legal office employ paralegals? (Defined as an employee working under your supervision who performs a task that otherwise you as attorney would perform. NOTE: Not secretarial work.)

Category	Percent
Yes	54
No	46

* Just over half (54%) of all respondents work in firms or legal offices that employ paralegals. This is a significant decrease from what has been reported in prior surveys (see Table 5A).



5A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – Does your firm or legal office employ paralegals?

<u>Category</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>
Yes	63	65	66	63	54
No	37	35	34	37	46

^{*} The percentage of firms and legal offices that hire paralegals has decreased from 66% in 2006 to 54% in 2010.

6. Are any types of standards or certifications <u>required</u> for paralegals by your law firm or legal office?

Category	Percent
Yes No	12 69
Not sure	19

^{*} Only 12% of all respondents who work in firms or legal offices that employ paralegals report that their offices require certain standards or certifications for paralegals.

6A. Please describe the types of standards or certifications your office requires for paralegals.

A total of 56 respondents listed a type of standard or certification that their firm or legal office requires for paralegals or legal assistants. Each standard or certification was reviewed and categorized. The table below lists the <u>four</u> most frequently mentioned categories.

Category	Number of Responses
CLA	25
FRP	20
Degree	5
Experience	4

7. What is the average or standard hourly rate billed for paralegals? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

Hourly Rate	<u>Percent</u>
\$40 or less	6
\$41 to \$60	10
\$61 to \$80	28
\$81 to \$100	23
\$101 to \$120	9
More than \$120	24

^{*} Over half (56%) of all respondents whose firms or legal offices employ paralegals report that the hourly rate billed for legal work performed by paralegals is over \$80, while nearly one-quarter (24%) report that the hourly rate billed for legal work performed by paralegals is over \$120.

7A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – What is the average or standard hourly rate billed for paralegals?

Hourly Rate	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>
\$40 or less	21	17	9	11	6
\$41 to \$60	17	12	11	10	10
\$61 to \$80	35	29	31	31	28
\$80 or more	27	42	49	48	56

^{*} There is a significant increase between the 2002 and 2010 surveys in the percentage of law firms/ legal offices that bill \$80 or more an hour for work performed by paralegals (27% in 2002; 42% in 2004; 49% in 2006; 48% in 2008 and 56% in 2010).

8. How many billable hours did paralegals average in your firm or legal office in 2009?

Billable Hours	<u>Percent</u>
500 or less hours	41
501 to 750 hours	2
751 to 1,000 hours	17
1,001 to 1,250 hours	12
1,251 to 1,500 hours	16
More than 1,500 hours	12

^{*} Just over two-fifths (41%) of all respondents whose law firm or legal office employs paralegals reports that paralegals averaged 500 billable hours or less last year. Two-fifths (40%) of all respondents report that legal assistants/paralegals averaged over 1,000 billable hours last year.

9. What is the <u>primary</u> method for billing that is used in your law firm or legal office? (CHECK ONLY ONE RESPONSE)

<u>Category</u>	Percent
Hourly rate	48
Fixed or flat fee	22
Contingency fee	9
A combination of methods	8
Value based fee	7
Non-refundable retainer plus a combination of methods	6
Volume discount	<1

^{*} Almost half (48%) of all respondents utilize an hourly rate as the primary method for billing in their law firm or legal office.

10. What percent of your cases are handled on a contingency fee basis?

Category	Percent
None	59
1 to 25%	26
26 to 50%	4
51 to 75%	2
Over 75%	9

^{*} Nearly three-fifths (59%) of all respondents report that their firm or legal office does <u>not</u> handle contingency fee cases. Of those firms or legal offices who do accept cases on a contingency fee basis, the majority report that these types of cases comprise between one and twenty-five percent of the total number of cases they handle.

10A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – What percent of your cases are handled on a contingency fee basis?

<u>Hours</u>	2002 Survey <u>Percent</u>	2004 Survey <u>Percent</u>	2006 Survey <u>Percent</u>	2008 Survey <u>Percent</u>	2010 Survey <u>Percent</u>
None	50	51	53	55	59
1 to 25%	32	30	29	28	26
26 to 50%	4	4	4	4	4
51 to 75%	3	4	4	3	2
Over 75%	11	11	10	10	9

^{*} The percentage of law firms or legal offices that handle cases on a contingency fee basis has decreased since 2002 (from 50% to 41%).

11. Of those contingency fee cases, what is the <u>average</u> percentage of the award that you receive if you win the case? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)

Category	Percent
25% or less	12
30%	11
33%	58
35 to 40%	17
Over 40%	2

^{*} Almost three-fifths (58%) of law firms or legal offices who accept contingency fee cases report receiving, on average, a 33% award for winning a case.

12. Do you keep time records?

Category	Percent
Always	53
Always, except in contingency or fixed fee cases	10
Sometimes	20
Never	17

^{*} With an exception of contingency or fixed fee cases, nearly two thirds (63%) of all respondents <u>always</u> maintain time records. That percentage increases to 74% when only considering attorneys in private practice (see Table 12A).

12A. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Do you keep time records? (PRIVATE PRACTICE ATTORNEYS ONLY)

	2004	2006	2008	2010
	Survey	Survey	Survey	Survey
<u>Category</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	Percent
Always	56	56	57	60
Always, except cont./fixed fee cases	17	17	18	14
Sometimes	20	20	18	20
Never	7	7	7	6

13. How often does your firm use written fee agreements, retainer letters or fee contracts?

Category	<u>Percent</u>
Always	51
Usually	24
Seldom	13
Never	12

^{*} Just over half (51%) of all respondents <u>always</u> use written fee agreements, retainer letters or fee contracts.

13A. Comparison between 2002 thru 2010 Economic and Law Office Management Surveys – How often does your firm use written fee agreements, retainer letters or fee contracts?

	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
<u>Category</u>	Percent	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	Percent
Always	46	47	48	50	51
Usually	27	27	26	25	24
Seldom	15	16	15	13	13
Never	12	10	11	12	12

13B. How often does your firm use written fee agreements, retainer letters or fee contracts? (PRIVATE PRACTICE ATTORNEYS ONLY)

Category	Percent
Always	57
Usually	26
Seldom	10
Never	7

^{*} Nearly three-fifths (57%) of all <u>private practice</u> respondents <u>always</u> use written fee agreements, retainer letters or fee contracts, while almost one-fifth (17%) seldom or never use them.

14. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	<u>Percent</u>
Itemized list of services performed	70
Hourly rates of lawyers	67
Prior unpaid balance	65
Itemized list of disbursements	63
Total time spent by lawyers	55
Time spent by individual lawyers	54
Narrative summary of activities and services	51
Legal assistant/paralegal charges	48
Remaining trust account balance	48

Around two-thirds of all respondents regularly include an itemized list of services performed (70%), hourly rates of lawyers (67%), prior unpaid balance (65%), and an itemized list of disbursements (63%) in their billing statements to clients.

14A. What do you regularly include in your billing statements to clients? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY) (PRIVATE PRACTICE ATTORNEYS ONLY)

Category	Percent
Itemized list of services performed	80
Hourly rates of lawyers	75
Prior unpaid balance	73
Itemized list of disbursements	71
Total time spent by lawyers	63
Time spent by individual lawyers	62
Narrative summary of activities and services	58
Legal assistant/paralegal charges	54
Remaining trust account balance	54

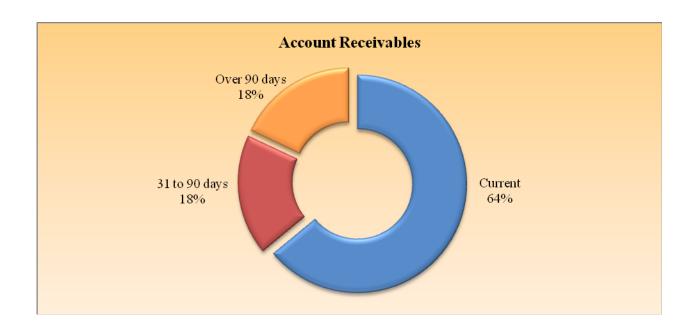
15. Please indicate your average monthly accounts receivable balance:

Category	Percent
\$5,000 or less	31
\$5,001 to \$10,000	12
\$10,001 to \$25,000	18
\$25,001 to \$50,000	14
\$50,001 to \$100,000	12
More than \$100,000	14

^{*} Over two-fifths (43%) of all respondents have an average monthly accounts receivable balance of \$10,000 or less. Just over one-quarter (26%) have an average monthly accounts receivable balance of more than \$50,000.

16. Of your total fees billed for last year, please indicate what percent of your account receivables were current, 31 to 90 days, 91 to 120 days, and over 120 days: (MEAN SCORES ARE REPORTED BELOW)

Category	<u>Percent</u>
Current	64
31 to 90 days	18
91 to 120 days	9
Over 120 days	9



16A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – For total fees billed, the percentage of account receivables which are current, 31 to 90 days, or over 90 days: (MEAN SCORES ARE REPORTED BELOW)

	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
Category	Percent	Percent	Percent	Percent	Percent
Current	64	66	67	67	64
31 to 90 days	23	20	19	18	18
Over 90 days	13	14	14	15	18

17. Which best describes your employment status?

Status	<u>Percent</u>
Full-time	88
Part-time Part-time	9
Unemployed	2
Retired	<1

^{*} The majority of respondents (88%) are employed in full-time positions. There has been an <u>increase</u> in the percentage of part-time and unemployed attorneys since 2006 (see Table 17A).

17A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – Which best describes your employment status?

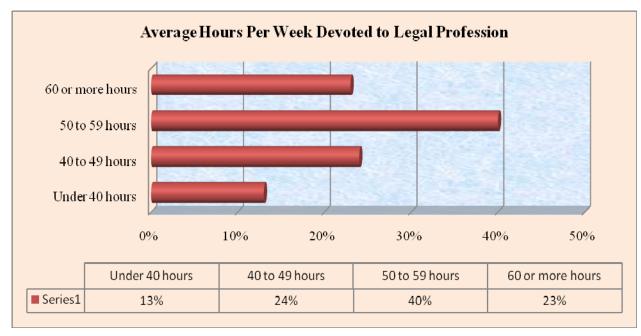
	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
<u>Category</u>	Percent	Percent	Percent	Percent	Percent
Full-time	95	93	94	91	88
Part-time	5	5	5	8	9
Unemployed	<1	<1	<1	1	2
Retired	<1	<1	<1	<1	<1

18. On the average, how many hours <u>per week</u> did you devote to the legal profession last year? (INCLUDE <u>ALL</u> HOURS DEVOTED TO THE PRACTICE OF LAW – NOT JUST BILLABLE HOURS)

Category	Percent
Under 20 hours	2
20 to 29 hours	3
30 to 39 hours	8
40 to 49 hours	24
50 to 59 hours	40
60 hours or more	23

Mean = 50 hours Median = 50 hours Mode = 50 hours Range = 2 to 100 hours

* Nearly two-thirds (63%) of all respondents work at least 50 hours per week. Almost one-quarter (23%) of all respondents work 60 hours or more per week, while 13% report working less than 40 hours per week.



18A. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys:
On the average, how many hours per week did you devote to the legal profession last year? –
BY LEGAL OCCUPATION/CLASSIFICATION

	2004	2006	2008	2010
	Survey	Survey	Survey	Survey
	Average	Average	Average	Average
Classification	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>
Managing partner	53	55	55	54
Pract. with one or more associates	55	55	55	52
Associate	55	55	50	50
Partner/Shareholder	53	51	50	50
Corporate counsel	50	50	50	48
State government attorney	45	46	47	47
Sole practitioner	45	46	45	45

^{*} Managing partners (54 hours) and practitioners with one or more associates (52 hours) report working the most amount of hours in an average week. Sole practitioners (45 hours) report working the least amount of hours in an average week.

18B. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys –
On the average, how many hours <u>per week</u> did you devote to the legal profession last year?
– BY GENDER AND REGION OF FLORIDA

	2002	2004	2006	2008	2010
Gender	Average	Average	Average	Average	Average
	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>
Male	51	51	50	50	50
Female	49	49	50	50	50
<u>Region</u>	2002	2004	2006	2008	2010
	Average	Average	Average	Average	Average
	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>	<u>Hours</u>
Southeast	51	50	50	51	51
Central/Southwest	50	50	50	50	50
North	50	50	50	50	48

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

18C. On the average, how many hours <u>per week</u> did you devote to the legal profession last year? - BY AGE GROUP

Age Group	Hours Hours
35 years of age or under	53
36 to 49 years of age	50
50 to 65 years of age	48
Over 65 years of age	30

^{*} There is a correlation between years of age and average hours worked per week as younger attorneys, on average, report devoting more hours per week to the legal profession.

19. Of that amount, how many hours per week did you spend engaging in the following activities?

Category	Average <u>Hours</u>
Billable work	27
Office administration	8
Keeping current on non-billable law	6
Client development or marketing	4
Other legal matters	4
Non-billable bar association activities	_1
Average Weekly Hours	50

19A. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Of that amount, how many hours per week did you spend engaging in the following activities?

Category	2004 Average <u>Hours</u>	2006 Average <u>Hours</u>	2008 Average <u>Hours</u>	2010 Average <u>Hours</u>
Billable work	30	30	29	27
Office administration	6	7	7	8
Keeping current on non-billable law	4	3	5	6
Client development or marketing	3	4	4	4
Other legal matters	6	5	4	4
Non-billable bar association activities	<u>1</u>	<u>1</u>	_1	<u>1</u>
Average Weekly Hours	50	50	50	50

^{*} The average amount of hours spent on billable work decreased from 30 hours in 2006 to 27 hours in 2010. The average amount of hours spent on keeping current on non-billable law or marketing doubled from three hours in 2006 to six hours in 2010.

20. Based upon your law firm's gross receipts last year, what percentage do the following categories attain?

Category	Median <u>Percent</u>
All lawyer compensation	50
Support staff compensation	20
All other expenses	30

20A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – Based upon your law firm's gross receipts last year, what percentage do the following categories attain?

Category	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	Percent
All lawyer compensation Support staff compensation	50	50	50	50	50
	20	20	20	20	20
All other expenses	30	30	30	30	30

^{*} There has been no variation since 2002 in the percentages of lawyer compensation, support staff salaries and other expenses based upon the gross receipts of law firms/legal offices.

21. Please indicate the level of impact that each of the following factors currently has on your ability to successfully practice law?

<u>Category</u>	Major Impact <u>Percent</u>	Minor Impact <u>Percent</u>	No Impact <u>Percent</u>
Client expectations	65	24	11
Economy	58	31	11
Work/Life Balance	57	36	7
Court operations	43	41	16
Quality of the judiciary	38	37	25
Professionalism	36	44	20
Image of Lawyers	25	44	31
Increased competition	25	35	40
Increased specialization	15	44	41
Increase in ADR	11	32	57
Unauthorized Practice of Law	5	32	63

^{*} Over half of all respondents report that client expectations (65%), the economy (58%), and work/ life balance (57%) are factors that are currently having a <u>major</u> impact on their ability to successfully practice law.

^{*} Over half of all respondents report that the unauthorized practice of law (63%) and an increase in alternative dispute resolution (57%) are currently having <u>no</u> impact on their ability to successfully practice law.

22. During the past two years, how has the economy affected your law practice?

Category	Percent
I have had <u>decreased</u> business/profitability	51
I have had <u>increased</u> business/profitability	13
My practice has remained the same	22
The economy does <u>not</u> impact my practice	14

^{*} Just over half (51%) of all respondents report that they have had <u>decreased</u> business/profitability due to the economy, compared to 13% who report that they have had <u>increased</u> business/profitability.

22A. During the <u>past</u> two years, how has the economy affected your law practice? – BY AGE GROUP, REGION AND GENDER

AGE GROUP

<u>Category</u>	35 or under yrs of age Percent	36 to 49 yrs of age Percent	50 to 65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
Had <u>decreased</u> business/profit	40	52	57	68
Had <u>increased</u> business/profit	24	17	6	0
Practice has remained the same	18	17	25	22
Economy doesn't impact practice	18	14	12	10

^{*} There is a correlation between increased/decreased business or profitability and age group as the older an attorney is, the more likely he/she is to report a decrease in business/profitability for their law practice over the past two years.

REGION

Category	North Region <u>Percent</u>	Central/SW Region <u>Percent</u>	Southeast Region <u>Percent</u>
Had <u>decreased</u> business/profit	56	53	46
Had <u>increased</u> business/profit	14	11	16
Practice has remained the same	18	23	22
Economy doesn't impact practice	12	13	16

GENDER

Category	Male <u>Percent</u>	Female Percent
I have had <u>decreased</u> business/profitability	52	49
I have had <u>increased</u> business/profitability	14	13
My practice has remained the same	24	17
Economy does <u>not</u> impact my practice	10	21

23. In the <u>next</u> two years, how do you expect the economy will impact your practice?

Category	Percent
I believe I will have <u>decreased</u> business/profitability	26
I believe I will have <u>increased</u> business/profitability	25
I believe it will remain the same	35
The economy does <u>not</u> impact my practice	14

^{*} Just over one-quarter (26%) of all respondents expect to have <u>decreased</u> business/profitability in the next two years due to the economy, while one-quarter (25%) of respondents believe they will have increased business/profitability.

23A. In the next two years, how do you expect the economy will impact your practice? - BY AGE GROUP, REGION AND GENDER

AGE GROUP

<u>Category</u>	35 or under yrs of age Percent	36 to 49 yrs of age <u>Percent</u>	50 to 65 yrs of age <u>Percent</u>	Over 65 yrs of age <u>Percent</u>
Will have <u>decreased</u> bus./profit	25	20	30	32
Will have increased bus./profit	29	26	23	16
Practice will remain the same	31	40	32	42
Economy won't impact practice	15	14	15	10

REGION

	North Region	Central/SW Region	Southeast Region
Category	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
Will have <u>decreased</u> business/profitability	24	29	26
Will have <u>increased</u> business/profitability	22	27	25
Practice will remain the same	36	35	34
Economy won't impact practice	18	9	14

GENDER

	Male	Female
Category	<u>Percent</u>	Percent
Will have decreased business/profitability	26	26
Will have <u>increased</u> business/profitability	26	22
Practice will remain the same	37	32
Economy won't impact practice	11	20

24. In 2010, did your firm or legal office institute any of the following? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Delay of lawyer salary increases	41
Adjustments of billing rates	34
Non-lawyer staff hiring freeze	31
Lawyer hiring freeze	25
Non-lawyer staff layoffs	22
Elimination of lawyer bonuses	19
Elimination of non-lawyer bonuses	19
Renegotiation of office leases	16
Use of contract lawyers	8
Outsource non-lawyer functions	7
Increase in partner capital contributions	4
New lawyer offers retracted	4
Offshore non-lawyer functions	<1
Offshore legal work	<1

^{*} Over two-fifths (41%) of all respondents report that their firm or legal office delayed lawyer salary increases in 2010. Around one-third of all respondents report an adjustment of billing rates (34%) and implementation of a non-lawyer staff hiring freeze (31%) in 2010.

25. Do you anticipate that your firm or legal office's budget for each of the following will increase, decrease or remain the same in 2011?

Category	Increase <u>Percent</u>	Decrease Percent	Remain the Same Percent
Website modifications	40	7	53
Online advertising	24	11	65
Social media	23	10	67
Print advertising	14	19	67
Market research	8	13	79
Television/radio advertising	7	20	73

^{*} Two-fifths (40%) of all respondents anticipate that their law firm or legal office's budget for website modifications will increase in 2011, while nearly one-quarter anticipate that the budget for online advertising (24%) and social media (23%) will increase in 2011.

26. Compared to the past, how much of the following are you experiencing with clients?

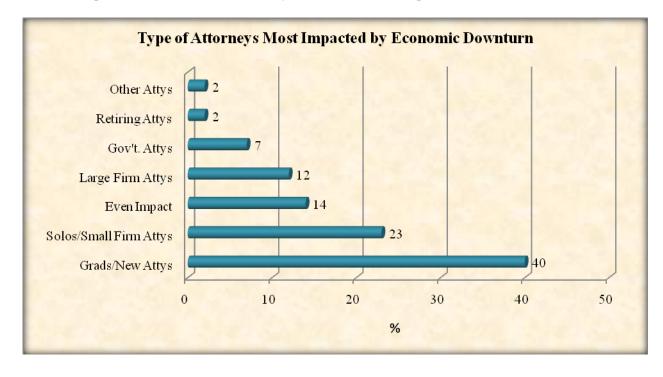
	Substantial	Slight	No
	Increase	Increase	Increase
Category	<u>Percent</u>	Percent	Percent
Higher level of expectations	32	42	26
Paying bills later	31	38	31
Seeking discounts	30	37	33
Seeking to pay bills over time	30	33	37

^{*} Nearly three-quarters (74%) of all respondents report that there has been an increase in a client's level of expectations for an attorney. Around two-thirds report that there has been an increase in clients paying bills later (69%), seeking discounts (67%) and seeking to pay bills over time (63%).

27. Which type of attorneys do you feel have been <u>most</u> impacted by the result of the economic downturn?

Category	Percent
Recent law graduates and newer lawyers	40
Sole practitioners and small-firm lawyers	23
Even impact across all attorneys/types of practice	14
Large-firm lawyers	12
Government lawyers	7
Lawyers approaching retirement	2
Other	2

* Two-fifths (40%) of all respondents believe that recent law graduates and newer lawyers have been most impacted by the result of the economic downturn. Almost one-quarter (23%) believe it is sole practitioners and small firm lawyers who have been impacted the most.



28. When do you think the economy will improve for the legal profession?

Category	Percent
2013	41
2012	26
2011	13
I do not anticipate the economy to improve in the near future	20

^{*} Just over two-fifths (41%) of respondents believe the economy will <u>not</u> improve for the legal profession until the year 2013. An additional 20% do not anticipate the economy improving anytime in the near future.

29. Have you, or are you considering transitioning to a different career, to a different field of practice, or starting your own firm? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Yes, considering a transition to a different career	19
Yes, considering a transition to a different field of practice	14
Yes, considering starting my own firm	7
No	69

^{*} Nearly one-fifth (19%) of all respondents have either already transitioned, or are considering a transition to a different career.

30. Briefly, please list any programs or resources that The Florida Bar might be able to provide to assist attorneys during this difficult economic time:

A total of 142 respondents listed a program or resource that The Florida Bar might be able to provide to assist attorneys during this difficult economic time. Each response was reviewed and categorized. The table below lists the <u>five</u> most frequently mentioned categories.

Category	Number of <u>Responses</u>
CLE reduced price or free	21
Provide training or seminars on marketing/business applications	14
Job placement/career services	10
Improve/increase LOMAS services	9
Reduce number of law students/number of attorneys in Florida	8

31. Average attorney annual salary by years of experience (Salary does not include any additional bonuses or compensation)

ATTORNEYS

<u>Attorneys</u>	<u>Mean</u>	<u>Median</u>	Mode
Recent law school graduates with no experience	\$56,770	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$59,607	\$55,000	\$50,000
Current employees with less than 3 years experience	\$67,681	\$60,000	\$60,000
Current employees with 3 to 5 years experience	\$76,765	\$70,000	\$75,000
Current employees with 6 to 8 years experience	\$91,285	\$85,000	\$90,000
Current employees with more than 8 years experience	\$106,627	\$100,000	\$100,000
Partner, shareholder, or member	\$147,997	\$120,000	\$150,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

31A. Average attorney annual salary by years of experience – North Region (Salary does not include any additional bonuses or compensation)

ATTORNEYS

North Region

Attorneys	<u>Mean</u>	Median	Mode
Recent law school graduates with no experience	\$49,823	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$50,250	\$50,000	\$50,000
Current employees with less than 3 years experience	\$58,328	\$58,000	\$50,000
Current employees with 3 to 5 years experience	\$67,875	\$65,000	\$60,000
Current employees with 6 to 8 years experience	\$75,650	\$75,000	\$60,000
Current employees with more than 8 years experience	\$86,829	\$85,000	\$75,000
Partner, shareholder, or member	\$120,416	\$120,000	\$120,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31B. Average attorney annual salary by years of experience – Central/SW Region (Salary does not include any additional bonuses or compensation)

ATTORNEYS

Central/Southwest Region

Attorneys	Mean	<u>Median</u>	Mode
Recent law school graduates with no experience	\$56,280	\$50,000	\$50,000
Recent law school graduates with experience (internship, clerkship)	\$58,531	\$55,000	\$50,000
Current employees with less than 3 years experience	\$62,164	\$60,000	\$50,000
Current employees with 3 to 5 years experience	\$71,831	\$65,000	\$60,000
Current employees with 6 to 8 years experience	\$85,963	\$77,000	\$75,000
Current employees with more than 8 years experience	\$107,353	\$93,000	\$100,000
Partner, shareholder, or member	\$139,219	\$120,000	\$150,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31C. Average attorney annual salary by years of experience – Southeast Region (Salary does not include any additional bonuses or compensation)

ATTORNEYS

Southeast Region

Mean	Median	Mode
\$62,022	\$55,000	\$50,000
\$67,692	\$60,000	\$60,000
\$76,367	\$70,000	\$70,000
\$86,378	\$80,000	\$80,000
\$102,065	\$100,000	\$100,000
\$110,081	\$100,000	\$100,000
\$174,550	\$145,000	\$150,000
	\$62,022 \$67,692 \$76,367 \$86,378 \$102,065	\$62,022 \$55,000 \$67,692 \$60,000 \$76,367 \$70,000 \$86,378 \$80,000 \$102,065 \$100,000 \$110,081 \$100,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31D. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Average attorney annual salary by years of experience (Salary does not include any additional bonuses or compensation)

ATTORNEYS

Attorneys	2004 Survey <u>Median</u>	2006 Survey <u>Median</u>	2008 Survey <u>Median</u>	2010 Survey <u>Median</u>
Recent law school graduates with no experience	\$45,000	\$50,000	\$50,000	\$50.000
Current employees with less than 3 years experience	\$55,000	\$65,000	\$65,000	\$60,000
Current employees with 3 to 5 years experience	\$70,000	\$75,000	\$75,000	\$70,000
Current employees with 6 to 8 years experience	\$80,000	\$90,000	\$90,000	\$85,000
Current employees with more than 8 years of experience	\$100,000	\$110,000	\$110,000	\$100,000
Partner or shareholder	\$135,000	\$145,000	\$125,000	\$120,000

^{*} There has been a decrease from \$5,000 to \$10,000 across different levels of experience for an attorney's median salary.

31E. Average paralegal annual salary by years of experience (Salary does not include any additional bonuses or compensation)

PARALEGALS

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$31,393	\$30,000	\$30,000
Current employees with less than 5 years experience	\$35,162	\$34,000	\$30,000
Current employees with 5 to 10 years experience	\$42,294	\$40,000	\$40,000
Current employees with more than 10 years experience	\$47,586	\$45,000	\$45,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

31F. Average paralegal annual salary by years of experience – North Region (Salary does not include any additional bonuses or compensation)

PARALEGALS

North Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$28,842	\$25,000	\$30,000
Current employees with less than 5 years experience	\$32,828	\$31,000	\$30,000
Current employees with 5 to 10 years experience	\$39,367	\$39,000	\$40,000
Current employees with more than 10 years experience	\$44,192	\$44,000	\$45,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31G. Average paralegal annual salary by years of experience – Central/SW Region (Salary does not include any additional bonuses or compensation)

PARALEGALS

Central/Southwest Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	Mode
New hires without experience	\$31,406	\$30,000	\$30,000
Current employees with less than 5 years experience	\$34,202	\$32,000	\$30,000
Current employees with 5 to 10 years experience	\$40,120	\$40,000	\$40,000
Current employees with more than 10 years experience	\$45,918	\$45,000	\$40,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31H. Average paralegal annual salary by years of experience – Southeast Region (Salary does not include any additional bonuses or compensation)

PARALEGALS

Southeast Region

<u>Paralegals</u>	<u>Mean</u>	<u>Median</u>	<u>Mode</u>
New hires without experience	\$32,681	\$30,000	\$30,000
Current employees with less than 5 years experience	\$37,083	\$35,000	\$30,000
Current employees with 5 to 10 years experience	\$45,954	\$45,000	\$40,000
Current employees with more than 10 years experience	\$48,404	\$50,000	\$50,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31I. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Average paralegal annual salary by years of experience (Salary does not include any additional bonuses or compensation)

PARALEGALS

<u>Paralegals</u>	2004 Survey <u>Median</u>	2006 Survey <u>Median</u>	2008 Survey <u>Median</u>	2010 Survey <u>Median</u>
New hires without experience	\$26,000	\$30,000	\$30,000	\$30,000
Current employees with less than 5 years experience	\$30,000	\$35,000	\$35,000	\$34,000
Current employees with 5 to 10 years experience	\$35,000	\$42,500	\$42,000	\$40,000
Current employees with more than 10 years experience	\$40,000	\$47,000	\$46,000	\$45,000

^{*} There has been a decrease from \$1,000 to \$2,000 across several levels of experience for a paralegal's median salary.

31J. Average legal secretary annual salary by years of experience (Salary does not include any additional bonuses or compensation)

LEGAL SECRETARIES

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	Mode
New hires without experience	\$26,473	\$25,000	\$25,000
Current employees with less than 5 years experience	\$31,145	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$37,057	\$36,000	\$35,000
Current employees with more than 10 years experience	\$40,373	\$40,000	\$40,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

31K. Average legal secretary annual salary by years of experience – North Region (Salary does not include any additional bonuses or compensation)

LEGAL SECRETARIES

North Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	Mode
New hires without experience	\$24,522	\$24,000	\$25,000
Current employees with less than 5 years experience	\$29,225	\$28,000	\$30,000
Current employees with 5 to 10 years experience	\$33,571	\$33,000	\$30,000
Current employees with more than 10 years experience	\$37,206	\$36,000	\$35,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31L. Average legal secretary annual salary by years of experience – Central/SW Region (Salary does not include any additional bonuses or compensation)

LEGAL SECRETARIES

Central/Southwest Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	Mode
New hires without experience	\$25,269	\$24,000	\$25,000
Current employees with less than 5 years experience	\$30,587	\$30,000	\$30,000
Current employees with 5 to 10 years experience	\$35,422	\$34,000	\$40,000
Current employees with more than 10 years experience	\$40,028	\$40,000	\$40,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31M. Average legal secretary annual salary by years of experience – Southeast Region (Salary does not include any additional bonuses or compensation)

LEGAL SECRETARIES

Southeast Region

<u>Legal Secretaries</u>	<u>Mean</u>	<u>Median</u>	Mode
New hires without experience	\$28,103	\$28,000	\$30,000
Current employees with less than 5 years experience	\$32,546	\$32,000	\$30,000
Current employees with 5 to 10 years experience	\$39,368	\$38,000	\$40,000
Current employees with more than 10 years experience	\$41,986	\$41,000	\$40,000

^{*} Please note that the <u>median value</u> is usually the most reliable value to consider for the tables involving financial compensation due to the wide range and extremely high income values. All values are listed, however, to provide the reader with a full scope of information.

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

31N. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Average legal secretary annual salary by years of experience (Salary does not include any additional bonuses or compensation)

LEGAL SECRETARIES

Legal Secretaries	2004 Survey <u>Median</u>	2006 Survey <u>Median</u>	2008 Survey <u>Median</u>	2010 Survey <u>Median</u>
New hires without experience	\$25,000	\$27,000	\$28,000	\$25,000
Current employees with less than 5 years experience	\$28,000	\$32,000	\$32,000	\$30,000
Current employees with 5 to 10 years experience	\$35,000	\$38,000	\$38,500	\$36,000
Current employees with more than 10 years experience	\$39,500	\$42,000	\$41,000	\$40,000

^{*} There has been a decrease from \$1,000 to \$3,000 across different levels of experience for a legal secretary's median salary.

32. Average annual salary for other positions within firm or legal office (Salary does not include any additional bonuses or compensation)

Other Personnel	Median <u>Salary</u>	
Full time office manager/legal administrator (full-time)	\$60,000	(n = 80)
Bookkeeper or Controller (full-time)	\$50,000	(n = 42)
Marketing coordinator	\$40,000	(n = 10)
Law clerk	\$30,000	(n = 36)
Bookkeeper (part-time)	\$25,000	(n = 24)

^{*} Please note that very few respondents listed the salary for all of the above listed positions. The "n" equals the total number of responses received for each category.

SECTION II: LAW OFFICE MANAGEMENT

33A. Please indicate your firm or legal office's annual performance/merit salary increase last year for ATTORNEYS.

Category	Percent
No increase	87
1% to 2%	2
3% to 4%	4
5% to 6%	4
7% to 8%	1
9% to 10%	2
Over 10%	<1

^{*} A large majority (87%) of respondents report that attorneys in their firm or legal office did <u>not</u> receive an annual performance/merit salary increase last year.

33B. Please indicate your firm or legal office's annual performance/merit salary increase last year for <u>SUPPORT STAFF</u>.

Category	<u>Percent</u>
No increase	79
1% to 2%	3
3% to 4%	6
5% to 6%	9
7% to 8%	<1
9% to 10%	1
Over 10%	2

^{*} Almost four-fifths (79%) of respondents report that support staff in their firm or legal office did <u>not</u> receive an annual performance/merit salary increase last year.

34. Please indicate whether your firm or legal office provides attorneys with any of the following: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Smartphone (Blackberry, iPhone, Android, etc.)	54
Laptop	53
Tablet PC (iPad)	4
Palm Pilot/PDA	2

Over half of respondents report that their firm or legal office provides attorneys with a smartphone (54%). Over half (53%) report likewise for a laptop computer.

35. Please indicate whether your firm or legal office provides and pays for cellular phones for attorneys:

Category	<u>Percent</u>
Yes	58
No	36
Does not apply	6

^{*} Nearly three-fifths (58%) of respondents report that their firm or legal office provides and pays for cellular phones for attorneys.

When you took your first job with a firm or legal office, what was the <u>primary</u> reason for accepting that position?

Reason	<u>Percent</u>
	27
Gaining trial or work experience	27
Future opportunity	22
Wanted to be a sole practitioner	12
Only job available	12
Prestige of employer	8
Locale	5
Salary	4
Other	10

^{*} Just over one-quarter (27%) of all respondents either cite "gaining trial or work experience" as their primary reason for accepting their first job with a law firm or legal office. Over one-fifth (22%) of all respondents cite "future opportunity". The most frequently mentioned reasons provided under the 'Other' category are "wanted to work in government practice" and "nature of work".

36A. Primary reason for accepting first job with a law firm or legal office – BY GENDER

Reason	Male <u>Percent</u>	Female Percent
Future opportunity	29	13
Gaining trial or work experience	23	34
Wanted to be a sole practitioner	12	11
Only job available	9	19
Prestige of employer	6	10
Locale	5	5
Salary	5	2
Other	12	6

^{*} Significant differences found across gender include a higher percentage of male respondents listing "future opportunity" as their primary reason for accepting their first job, while a higher percentage of female respondents list "gaining trial or work experience" and "only job available".

37. Please indicate whether or not you are satisfied with the following aspects of your legal position: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Satisfied Percent
Relations with co-workers	94
General working conditions	92
Challenging responsibilities	91
Available technology	87
Respect and prestige	84
Assistance from support staff	78
Attorney to support staff ratio	77
Hours	76
Advancement opportunities	75
Job security	69
Salary and fringe benefits	58

^{*} A very large majority of all respondents are satisfied with the following aspects of their job: relations with co-workers (94%), general working conditions (92%), challenging responsibilities (91%), and available technology (87%). Less than three-fifths (58%) report being satisfied with their salary and fringe benefits.

37A. Comparison between 2004 thru 2010 Economics & Law Office Management Surveys – Satisfied with the following aspects of your legal position:

	2004	2006	2008	2010
	Survey	Survey	Survey	Survey
Category	Percent	Percent	Percent	Percent
Relations with co-workers	90	93	94	94
General working conditions	89	93	93	92
Challenging responsibilities	92	94	95	91
Available technology	90	91	90	87
Respect and prestige	81	84	85	84
Assistance from support staff	80	83	85	78
Attorney to support staff ratio	79	81	85	77
Hours	74	74	74	76
Advancement opportunities	77	79	81	75
Job security	86	88	84	69
Salary and fringe benefits	75	75	75	58

^{*} Significant decreases have been reported between the 2008 and 2010 surveys across the following categories: salary and fringe benefits (down from 75% satisfied in 2008 to 58% satisfied in 2010), job security (down from 84% satisfied in 2008 to 69% satisfied in 2010), attorney to support staff ratio (down from 85% satisfied in 2008 to 77% satisfied in 2010), assistance from support staff (down from 85% satisfied in 2008 to 78% satisfied in 2010), and advancement opportunities (down from 81% satisfied in 2008 to 75% satisfied in 2010).

37B. Satisfied with the following aspects of your legal position – BY GENDER

	Male	Female
	Satisfied	Satisfied
Category	<u>Percent</u>	<u>Percent</u>
Relations with co-workers	0.4	05
THE THE TOTAL CONTROL OF THE	94	95
General working conditions	92	93
Available technology	92	80
Challenging responsibilities	91	91
Respect and prestige	88	76
Attorney to support staff ratio	81	70
Assistance from support staff	80	74
Advancement opportunities	80	65
Hours	79	71
Job security	70	67
Salary and fringe benefits	63	47

^{*} A higher percentage of male respondents are satisfied in various aspects of their job, with the biggest differences being satisfaction in salary and fringe benefits (63% male to 47% female), advancement opportunities (80% male to 65% female), and respect/prestige (88% male to 76% female).

38. In the PAST two years, has your firm or legal office increased or decreased its budget for any of the following areas?

Category	Increased Percent	Decreased Percent	Remained the Same Percent
Marketing	23	23	54
Technology	21	19	60
Printing	10	27	63
New hires	9	42	49
Salary increases/bonuses	8	46	46
Using outside consulting/experts	8	29	63
Continuing legal education	8	27	65
Association memberships	7	38	55
Travel	7	43	50

^{*} A higher percentage of respondents report that their firm or legal office has <u>decreased</u> various aspects of its budget with the biggest differences being in salary increases/bonuses (46% decreased; 8% increased), travel (43% decreased; 7% increased) and association memberships (38% decreased; 7% increased). A slightly higher percentage of respondents report that their firm or legal office has <u>increased</u> its budget for technology (21% increased; 19% decreased).

38A. In the PAST two years, has your firm or legal office increased or decreased its budget for any of the following areas? -- BY TYPE OF PRACTICE

PRIVATE PRACTICE ATTORNEYS

<u>Category</u>	Increased Percent	Decreased Percent	Remained the Same Percent
Marketing	27	23	50
Technology	24	15	61
New hires	12	35	53
Salary increases/bonuses	12	40	48
Continuing legal education	11	21	68
Printing	11	23	66
Using outside consulting/experts	9	23	68
Association memberships	9	29	62
Travel	9	34	57

GOVERNMENT PRACTICE ATTORNEYS

Category	Increased Percent	Decreased Percent	Remained the Same Percent
Technology	8	42	50
Marketing	0	32	68
Printing	0	54	46
Continuing legal education	0	56	44
Using outside consulting/experts	0	64	36
Salary increases/bonuses	0	71	29
Association memberships	0	76	24
New hires	0	82	18
Travel	0	84	16

^{*} A significantly higher percentage of respondents in government practice cite a decrease in various budget categories as 84% report a decrease in travel budget; 82% report a decrease in the budget for new hires; and 76% report a decrease in the association membership budget).

39. Which of the following benefits does your employer offer to <u>attorneys</u>? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Medical insurance	72
Paid vacation	72
Paid Bar dues	66
Paid registration for CLE courses	63
Flexible work schedule	55
Life insurance	51
Dental insurance	45
Maternity leave	40
Paid parking	38
Annual bonuses	35
Pension	31
Disability compensation	30
Profit sharing	25
Paternity leave	22
Reimbursed certification/recertification expenses	20
Reimbursed Bar exam costs	10
College tuition	6
Relocation expenses	6

40. Please indicate which of the following your firm or legal office currently has in place: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	<u>Percent</u>
Hurricane/disaster preparedness plan	42
Pro bono service policy	25
Strategic planning committee	13
Diversity sensitivity training program for associates and staff	8
Active program to recruit and retain minority associates	4

40A. Comparison between 2008 and 2010 Economics & Law Office Management Surveys – Please indicate which of the following your firm or legal office currently has in place (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

	2008	2010
	Survey	Survey
Category	<u>Percent</u>	<u>Percent</u>
Hurricane/disaster preparedness plan	49	42
Pro bono service policy	22	25
Strategic planning committee	16	13
Diversity sensitivity training program for associates and staff	8	8
Active program to recruit and retain minority associates	4	4

^{*} The percentage of firms or legal offices with a hurricane/disaster plan decreased since the 2008 survey.

41. In your practice, do you rely on some form of third party financing for the operations of your office including cost advances on cases? This includes loans, lines of credit, advances, etc.

Category	<u>Percent</u>
Yes	16
No	63
Does not apply	21

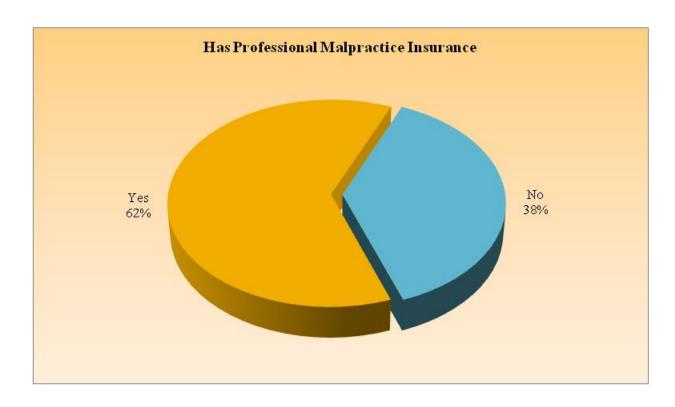
42. If yes, has such financing become more difficult to obtain or renew in the past few years?

Category	<u>Percent</u>
Yes	46
No	54

43. Do you have professional malpractice insurance?

Category	Percent
Yes	62
No	38

* Just over three-fifths (62%) of all respondents report having professional malpractice insurance.



43A. Do you have professional malpractice insurance? – BY REGION OF FLORIDA

Has
Malpract.
Insurance
<u>Percent</u>
64
62
52

^{*} For a complete listing of counties within regions, see Appendix A located on Page 67.

43B. Do you have professional malpractice insurance? – BY TYPE OF PRACTITIONER

	Has
	Malpract.
	Insurance
Classification	Percent
Partner/Shareholder	86
Associate	85
Managing Partner	83
Practitioner with one or more associates	77
Sole Practitioner	50
Corporate Counsel	29
State Government Attorney	3
Local Government Attorney	0
Federal Government Attorney	0

^{*} Partners (partners/shareholders - 86%; managing partners – 83%) and associates (85%) are more likely to purchase malpractice insurance. Most respondents in government practice positions report that they do <u>not</u> carry malpractice insurance.

44. If you do not have professional malpractice insurance, please list your primary reason.

Category	Percent
Too expensive to maintain/not cost effective	40
Not in private practice	30
Not necessary	15
Firm does not provide	4
Other	11

^{*} Two-fifths (40%) of respondents who do not have professional malpractice insurance report that expense/a lack of cost effectiveness are the primary reasons for not purchasing it. The most frequently listed responses under the 'Other' category are "just left firm" and "no money/finances available".

45. What is your coverage limit per incident and claims?

Category	Percent
\$100,000/\$300,000	14
\$250,000/\$500,000	16
\$500,000/\$1 million	18
\$1 million/\$1 million	20
\$1 million/\$2 million	11
\$3 million/\$3 million	6
\$4 million and above	9
Other	6

46. What is your annual deductible for malpractice insurance?

<u>Category</u>	<u>Percent</u>
#2.5 00 1	20
\$2,500 or less	20
\$5,000	33
\$10,000	17
\$15,000	3
\$25,000	7
Over \$25,000	11
Other	9

^{*} Just over half (53%) of all respondents who have malpractice insurance report that their annual deductible is \$5,000 or less.

47. During the past year, how many times have you visited The Florida Bar's home page (www.FloridaBar.org)?

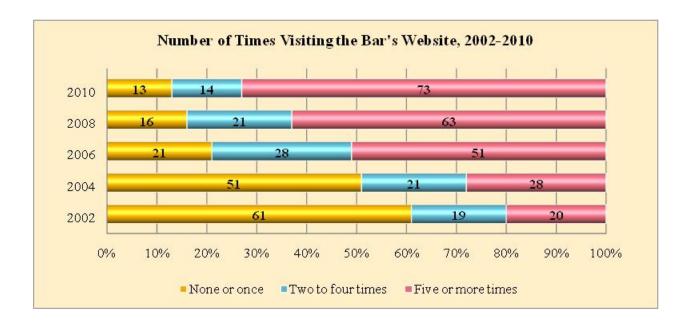
Category	<u>Percent</u>
None	11
Once	2
Twice	3
3 to 4 times	11
5 to 10 times	19
More than 10 times	54

^{*} Nearly three-quarters (73%) of all respondents visited The Florida Bar's home page five or more times in the past year, while over one-half (54%) have visited the Bar's home page over ten times in the past year. Eleven percent of all respondents have <u>never</u> visited The Florida Bar's home page.

47A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – Number of times visiting The Florida Bar's home page

	2002 Survey	2004 Survey	2006 Survey	2008 Survey	2010 Survey
Category	<u>Percent</u>	Percent	Percent	Percent	Percent
None	50	39	15	13	11
Once	11	12	6	3	2
Twice	8	11	10	8	3
3 to 4 times	11	10	18	13	11
5 to 10 times	9	14	21	20	19
More than 10 times	11	14	30	43	54

^{*} The percentage of respondents who have visited the Bar's website, as well as the number of times they report visiting, have significantly increased since 2002.



47B. Number of times visiting The Florida Bar's home page – BY AGE GROUP

	35 or under yrs of age	36 to 49 yrs of age	50 to 65 yrs of age	Over 65 yrs of age
Category	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>	<u>Percent</u>
None	2	6	10	57
Once	2	1	1	10
Twice	2	7	2	0
3 to 4 times	4	12	16	5
5 to 10 times	14	19	19	19
More than 10 times	76	55	52	9

^{*} Over three-quarters (76%) of all respondents 35 years of age or younger have visited the Bar's website more than ten times in the past year. Nearly three-fifths (57%) of all respondents over 65 years of age did not visit the website in the past year.

48. The last time you accessed the Bar's website, what were the primary items you were looking for? (MULTIPLE RESPONSE QUESTION - CHECK ALL THAT APPLY)

<u>Category</u>	Percent
Attorney's phone number/address	64
CLE course schedule	44
Online reporting/checking status of CLE changes	43
Online CLE course registration	33
Online membership records changes	24
Online dues payment	23
Ethics opinions	17
Links to legal resources	17
Committee information	15
Rule updates	14
Member benefits	13
Journal/News articles	8
Section information	4
Law office management information changes	3
Legislative activity changes	2
Other	2
Wasn't looking for anything in particular; just surfing	2

^{*} The most frequently listed response under the 'Other' category is Fastcase/legal research.

49. Please indicate whether you have ever accessed The Florida Bar's website to obtain information on any of the following topics: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

<u>Category</u>	<u>Percent</u>
Loral rassarch	39
Legal research	
Advertising rules	35
Career Center	15
Florida Bar meetings	12
Certification	10
Judicial vacancies	8
Bar membership survey results	4
Justice Teaching program	3
Voluntary bars	3

50. Please list any suggestions you may have regarding The Florida Bar making its website easier for you to use.

A total of 34 respondents listed a suggestion regarding The Florida Bar making its website easier to use. Each response was reviewed and categorized. The table below lists the <u>three</u> most frequently mentioned categories.

Category	Number of Responses
Make it more user friendly	11
Make the website faster	6
Improve the search feature	4

51. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or cellular phone?

Category	<u>Percent</u>
Yes	11
No	89

^{*} Very few respondents report ever having accessed The Florida Bar's website from their smartphone, PDA, tablet PC or cellular phone. For those who do access the site from these devices, the attorney search feature is reported as being the section on the site that is accessed most often.

52. Which of the following formats for receiving CLE do you prefer? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Live programs	63
Audio CD's	44
Online seminars/Webinars	41
Live webcasts	25
Workshops/training programs	18
Teleconferencing	13
Other	3

^{*} Almost two-thirds (63%) of all respondents list live programs as a preferred method for receiving CLE. The most frequently mentioned item in the 'Other' category is "law libraries".

53. Please indicate how regularly you use the following Florida Bar membership benefits:

	Frequently	Occasionally	Never	Unaware of
<u>Benefit</u>	Percent	Percent	Percent	Percent
Fastcase legal research	10	16	43	31
Car rental discounts	4	17	69	10
LexisNexis	5	4	55	36
Federal Express Shipping	3	6	76	15
GEICO auto Insurance	6	2	55	37
ProDoc	3	2	56	39
UPS Express Shipping	1	4	56	39
FLMIC Professional Liability	3	1	59	37
The Florida Bar Credit Card	1	1	60	38
Law Firm Merchant Account Services	<1	<1	60	38

^{*} Fastcase (26%) and car rental discounts (21%) are the most widely used membership benefits.

54. Please indicate any other membership benefits that you would like to see The Florida Bar offer in the near future:

A total of 64 benefits or services were listed by respondents concerning what they would like to see The Florida Bar offer in the near future. Each suggestion was reviewed and categorized. The table below lists the <u>five</u> most frequently mentioned categories.

Category	Number of Responses
Hotel/air/travel discounts	24
CLE discounts	8
Group health discounts	5
Insurance programs/discounts	5
Cellular phone discounts	4

55. How would you rate the amount of mailed and e-mailed materials you receive from The Florida Bar?

	Just	Too	Too
	Right	Much	Little
Category	Percent	<u>Percent</u>	<u>Percent</u>
Mailed materials	88	11	1
E-mail materials	87	11	2

^{*} A large majority of respondents believe the amount of mailed and e-mailed materials that they receive from The Florida Bar is "just right".

56a. How many different e-mail addresses do you utilize for <u>business</u> purposes?

Category	<u>Percent</u>
One e-mail address	87
Two e-mail addresses	11
Three or more e-mail addresses	2

56b. How many different e-mail addresses do you utilize for <u>personal</u> purposes?

Category	Percent
One e-mail address	71
Two e-mail addresses	23
Three or more e-mail addresses	6

* The majority of respondents use one e-mail address for business purposes (87%) and one e-mail address for personal purposes (71%).

57. How many websites does your firm or legal office have?

Category	Percent
None	22
One	68
Two	7
More than two	3

* Just over two-thirds (68%) of all respondents report that their firm or legal office has one website. Over one-fifth (22%) report that their firm or legal office does not have a website.



58. Please indicate which of the following information is included on your firm or legal office's website: (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Statements about the quality of the lawyer/firm's services	31
Past results of the lawyers and/or firm	13
Testimonials from clients or third parties	5
Comparisons between your law firm and other law firms	2

59. Which of the following social networking/online communities does your firm or legal office utilize? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Facebook	15
Linked in	13
Martindale-Hubbell Connected	8
Twitter	2
MySpace	2
Legally Minded (ABA)	<1
Legal OnRamp	<1
Other	3

60. Which of the following video sharing sites have you or your firm/legal office used to promote legal services? (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
YouTube	2
Google Video	1
MyVideo	<1
Yahoo!Video	0
Other Video Site	<1

^{*} Very few respondents report that their firm or legal office currently has used video sharing sites to promote legal services.

61. Do you/your firm have a blog?

Category	Percent
Yes	8
No	92

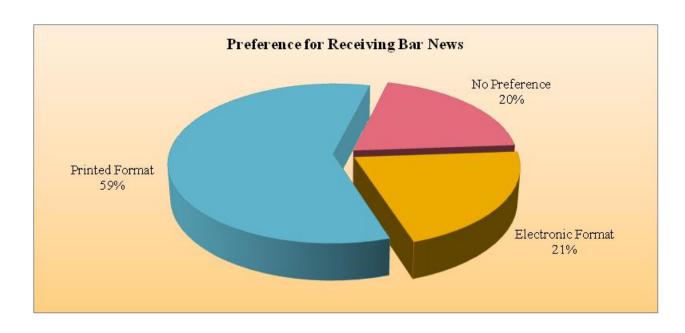
62. If yes, does that blog contain information about the services you/your firm provide?

Category	Percent
Yes	50
No	50

63. How would you prefer to receive The Florida Bar *News* in the future -- through an electronic format or through the traditional printed and mailed version?

Category	Percent
I prefer the print format	59
I prefer the electronic format	21
Either method is fine	20

* By almost a 3 to 1 margin, respondents would prefer to receive the printed and mailed version of the Bar News in the future, compared to the electronic version. Additionally, one-fifth (20%) of all respondents indicate that either method of delivery is fine.



64. How often do you access The Florida Bar News through the Bar's website?

Category	Percent
At least once a week	1
1 to 3 times per month	7
Less than once a month	19
Never	73

^{*} Nearly three-quarters (73%) of all respondents report that they have <u>never</u> accessed The Florida Bar News through the Bar's website. Of those who have accessed it, the majority report doing so at a frequency of less than once a month.

65. Are you a member of a Florida Bar section?

Category	Percent
Yes	44
No	56

^{*} Over two-fifths (44%) of all respondents are a member of at least one Florida Bar section.

66. Rating of services offered by Florida Bar sections (Mean scores applied; five point scale: 5 = VERY IMPORTANT; 3 = NEUTRAL; 1 = NOT IMPORTANT) (INCLUDES ONLY THOSE RESPONDENTS WHO BELONG TO A SECTION)

Service	Mean <u>Score</u>
Section CLE program discounts	3.92
Section newsletter	3.27
Section legislative activity	2.83
Section directory	2.80
Section newsletter (on-line)	2.76
Section networking opportunities	2.75
Section meetings	2.64
Section committee involvement	2.61
Section service programs	2.42
Section retreat	2.06

* On a scale of 1 to 5, with 5 being <u>very important</u> and 1 being <u>not important</u>, CLE program discounts (3.92) and newsletters (3.27) are viewed by respondents as being the <u>most</u> important services offered by sections. A retreat (2.06) is viewed by the majority of section members as being the <u>least</u> important service.

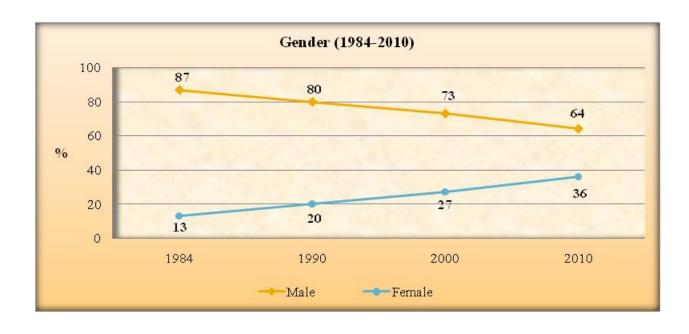
SECTION III: DEMOGRAPHICS

67. Gender

<u>Category</u>	Survey <u>Percent</u>	2010 Actual Bar <u>Percent</u>
Male	64	65
Female	36	35

67A. Comparison between 1984 thru 2010 Economics & Law Office Management Surveys – GENDER

	Male	Female
Category	Percent	Percent
1984 Economics Survey	87	13
1986 Economics Survey	83	17
1990 Economics Survey	80	20
1992 Economics Survey	79	20
1994 Economics Survey	77	23
1996 Economics Survey	75	25
1998 Economics Survey	74	26
2000 Economics Survey	73	27
2002 Economics Survey	71	29
2004 Economics Survey	69	31
2006 Economics Survey	68	32
2008 Economics Survey	66	34
2010 Economics Survey	64	36



68. Race or ethnic origin

White/Caucasian	87
Hispanic/Latino	8
Black/African-American	3
Asian/Pacific Islander	1
Native American	<1
Other	<1

68A. Comparison between 1992 thru 2010 Economics & Law Office Management Surveys – Race or ethnic origin

<u>Category</u>	White Percent	Hispanic <u>Percent</u>	Afr-Amer. Percent	All Others Percent
1992 Economics Survey	94	3	2	<1
1994 Economics Survey	93	4	2	1
1996 Economics Survey	92	5	2	1
1998 Economics Survey	91	6	2	1
2000 Economics Survey	91	6	2	1
2002 Economics Survey	90	7	2	1
2004 Economics Survey	89	7	2	2
2006 Economics Survey	89	7	2	2
2008 Economics Survey	87	8	3	2
2010 Economics Survey	87	8	3	2

69. Years licensed to practice with The Florida Bar

Years of experience	Percent
2 years or less	7
3 to 5 years	14
6 to 10 years	15
11 to 15 years	10
16 to 20 years	14
Over 20 years	40

Median – 17 Years of Experience

Tribular Tribuls of Emperione		
Male Median Years of Experience Female Median Years of Experience		19 years 10 years
White Median Years of Experience Hispanic Median Years of Experience African-American Median Years of Exp.	_ _ _	18 years 8 years 6 years
Private Practice Median Years of Experience Other Legal Position Years of Experience Gov't. Practice Median Years of Experience	_	18 years 15 years 12 years

70. Years of age

Age Group	<u>Percent</u>
35 years of age or younger	21
36 to 49 years of age	38
50 to 65 years of age	35
Over 65 years of age	6

Median – 47 years of age

Male Median – 48 years of age Female Median – 41 years of age

White Median – 48 years of age Hispanic Median – 40 years of age African-American Median – 35 years of age

Private Practice Median – 48 years of age Government Practice Median – 45 years of age Other Legal Position Median – 45 years of age

70A. Comparison between 2008 and 2010 Economics & Law Office Management Surveys – Years of age

	2008	2010
	Survey	Survey
Age Group	<u>Percent</u>	<u>Percent</u>
35 years of age or younger	20	21
36 to 49 years of age	40	38
50 to 65 years of age	35	35
Over 65 years of age	5	6

71. Net income derived from all legal work last year

Category	<u>Percent</u>
Under \$25,000	6
\$25,000 to \$50,000	12
\$50,001 to \$75,000	19
\$75,001 to \$100,000	13
\$100,001 to \$200,000	32
Over \$200,000	18

Median Income = \$100,000

^{*} Half (50%) of all respondents report that their income derived from all legal work last year was over \$100,000. Almost one-fifth (18%) report that it was \$50,000 or less, while almost one-fifth (18%) report that it was over \$200,000.

71A. Comparison between 2002 thru 2010 Economics & Law Office Management Surveys – Net income derived from all legal work

	2002	2004	2006	2008	2010
	Survey	Survey	Survey	Survey	Survey
Category	Percent	Percent	Percent	Percent	Percent
Under \$25,000	5	4	5	3	6
\$25,000 to \$50,000	15	13	8	11	12
\$50,001 to \$75,000	22	18	16	18	19
\$75,001 to \$100,000	17	15	17	14	13
\$100,001 to \$200,000	26	33	35	33	32
Over \$200,000	15	17	19	21	18
Median Income	\$85,000	\$100,000	\$110,000	\$110,000	\$100,000

71B. Net income derived from all legal work – BY LEGAL CLASSIFICATION

	2004	2006	2008	2010
	Survey	Survey	Survey	Survey
	Median	Median	Median	Median
Category	<u>Income</u>	<u>Income</u>	<u>Income</u>	<u>Income</u>
Partner	\$170,000	\$185,000	\$180,000	\$180,000
Corporate Counsel	\$85,000	\$100,000	\$110,000	\$100,000
Sole Practitioner	\$85,000	\$105,000	\$100,000	\$80,000
Associate	\$70,000	\$85,000	\$90,000	\$75,000
State Government Atty.	\$50,000	\$70,000	\$60,000	\$60,000

71C. Net income derived from all legal work – BY GENDER, RACE and TYPE OF PRACTICE

<u>Gender</u>	Median <u>Income</u>
Male Female	\$120,000 \$70,000
Race	Median <u>Income</u>
Caucasian/White Hispanic/Latino African-American/Black	\$110,000 \$75,000 \$70,000
Type of Practice	Median <u>Income</u>
Private Practice Other Legal Position Government Practice	\$115,000 \$ 90,000 \$ 65,000

72. County in Florida of <u>primary</u> practice

County in Florida of <u>primary</u> practice		
	2010	2010
	Survey	Actual Bar
County	<u>Percent</u>	<u>Percent</u>
Alachua	2	2
Baker	0	<1
Bay	<1	<1
Bradford	0	<1
Brevard	2	2
Broward	12	13
Calhoun	0	<1
Charlotte	<1	1
Citrus	<1	<1
Clay	<1	<1
Collier	2	2
Columbia	<1	<1
Desoto	0	<1
Dixie	0	<1
Duval	5	5
Escambia	2	1
Flagler	0	<1
Franklin	0	<1
Gadsden	0	<1
Gilchrist	0	<1
Glades	0	<1
Gulf	0	<1
Hamilton	0	<1
Hardee	0	<1
Hendry	<1	<1
Hernando	<1	<1
Highlands	<1	<1
Hillsborough	9	9
Holmes	0	<1
Indian River	<1	<1
Jackson	0	<1
Jefferson	<1	<1
Lafayette	0	<1
Lake	<1	<1
Lee	2	2
Leon	5	5
Levy	0	<1
Liberty	0	<1
Madison	0	<1
Manatee	1	1
Marion	<1	<1
Martin	<1	<1
Miami-Dade	21	21
Monroe	<1	<1
	••	`-

(continued on next page)

72. County in Florida of <u>primary</u> practice (continued from previous page)

<u>County</u>	2010 Survey <u>Percent</u>	2010 Actual Bar <u>Percent</u>
Nassau	<1	<1
Okaloosa	<1	<1
Okeechobee	0	<1
Orange	8	8
Osceola	<1	<1
Palm	10	10
Pasco	<1	<1
Pinellas	6	5
Polk	1	1
Putnam	<1	<1
St. Johns	<1	<1
St. Lucie	<1	<1
Santa Rosa	<1	<1
Sarasota	2	2
Seminole	1	1
Sumter	<1	<1
Suwanee	<1	<1
Taylor	0	<1
Union	0	<1
Volusia	2	2
Wakulla	<1	<1
Walton	1	<1
Washington	<1	<1

73. Do you have an ADA-recognized disability?

Category	Percent
Yes	2
No	98

^{*} Two percent of respondents report that they have an ADA-recognized disability.

74. Please check all skill or function areas that are affected by your disability. (MULTIPLE RESPONSE QUESTION – CHECK ALL THAT APPLY)

Category	Percent
Hearing	<1
Mental Health	<1
Mobility	<1
Physical Health	<1
Vision	<1
Fine motor skills and dexterity	<1
Respiratory	0
Speech	0
Other	<1

^{*} Less than 1% of all respondents report having any of the above mentioned skill or function areas affected by their disability.

APPENDIX A:

Counties Comprising Regions

Counties Comprising Regions

North Central/Southwest Southeast Alachua Brevard Broward Baker Charlotte Miami-Dade Bay Collier Palm Beach Bradford DeSoto Calhoun Glades Citrus Hardee Clay Hendry Columbia Highlands Dixie Hillsborough Duval Indian River Escambia Lee Flagler Manatee Franklin Martin Gadsden Monroe Gilchrist Okeechobee Gulf Orange Hamilton Osceola Hernando Pasco Holmes **Pinellas** Jackson Polk Jefferson St. Lucie Lafayette Sarasota Lake Seminole Leon Levy Liberty Madison Marion Nassau Okaloosa Putnam St. Johns Santa Rosa Sumter Suwannee Taylor Union Volusia Wakulla Walton

Washington

APPENDIX B:

Questionnaire

The Florida Bar Economics and Law Office Management Survey November 2010

SECTION I: THE ECONOMICS OF LAW PRACTICE

The first section of this survey deals with the economics of law practice. Please complete all applicable questions by checking the appropriate response or by filling in the blank. Please provide only one response per question, except where noted. If there are two responses that might fit your particular situation, choose the one that more closely fits.

If your firm has several branch offices, please answer for the office in which you perform the <u>majority</u> of your practice. All questions should be answered by you as an individual attorney, but feel free to seek assistance, if needed, from others in your firm. Be assured that you will remain anonymous. <u>If you are not a private practitioner, kindly respond</u> only to those questions that apply to your occupation.

1. What is your legal occupation or classification? (PLEASE CHECK ONLY ONE RESPONSE) Private Practice Managing partner Partner/shareholder/member Practitioner with 1 or more associates Sole practitioner Associate Of counsel **Government Practice** Judge) Federal government attorney State government attorney) Local government attorney Other Legal Position Corporate counsel) Legal aid/legal service (Other (_____ 2. What is the total number of attorneys employed in your firm or legal office? ____ attorney(s) 3. What were your personal total billable hours last year? billable hours) Does not apply to my position

4.	What is your <u>average</u> or standard hourly rate? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE) \$
	() Does not apply to my position
5.	Does your firm or legal office employ paralegals? (Defined as an employee working under your supervision who performs a task that otherwise you as the attorney would perform. NOTE: <u>Not</u> secretarial work.)
	() Yes () No (SKIP TO 9)
6.	Are any types of standards or certifications required by your firm or legal office for paralegals?
	() Yes (Please indicate (e.g. FRP, CLA, CP, etc.:) () No () Don't know
7.	What is the average or standard hourly rate billed for paralegals? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE)
	\$
8.	How many billable hours did paralegals average in your firm or legal office in 2009?
	billable hours
9.	What is the <u>primary</u> method for billing that is used in your law firm or legal office? (CHECK ONLY ONE RESPONSE)
	 () Hourly rate () Contingency fee () Fixed or flat fee () Value based fee () Volume discount () A combination of methods () Non-refundable retainer plus a combination of methods
10.	What percent of your cases are handled on a contingency fee basis?
	() None (SKIP TO 12) () 51 to 75% () 1 to 25% () Over 75% () 26 to 50%
11.	Of those contingency fee cases, what is the <u>average</u> percentage of the award that you receive if you win the case? (PLEASE LIST ONLY ONE AMOUNT AND NOT A RANGE) %

12.	Do y	ou	keep time records?					
	((()))	Always Always, except in contingency or fixed Sometimes Never	d fee	case	es		
13.	How	How often does your firm use written fee agreements, retainer letters or fee contracts?						
	()	Always Usually	()	Seldom Never		
14.			lo you regularly include in your billin K ALL THAT APPLY)	g sta	tem	ents to clients?		
	(((((((((((((((((((())))	Hourly rates of lawyers Itemized list of disbursements Itemized list of services performed Legal assistant/paralegal charges Narrative summary of activities/service	(((es))	Prior unpaid balance Remaining trust account balance Time spent by individual lawyers Total time spent by lawyers		
15.	15. Please indicate your average monthly accounts receivable balance:			able balance:				
	(()	\$5,000 or less \$5,001 to \$10,000 \$10,001 to \$25,000	(()	\$25,001 to \$50,000 \$50,001 to \$100,000 More than \$100,000		
16.	Of y	ou	r total fees billed, please indicate wha	t per	cent	of your account receivables were:		
			Current 31 to 90 days 91 to 120 days Over 120 days			_% _% _% _%		
17.	Whi	ch	best describes your employment statu	ıs?				
	()	Full-time Part-time	()	Retired Unemployed		
18.			average, how many hours <u>per week</u> d S DEVOTED TO THE PRACTICE (evote to the legal profession last year? (INCLUDE <u>ALL</u> – NOT JUST BILLABLE HOURS)		
			hours	s per	wee!	k		

19.	Of th	at amount, how many hours <u>per week</u>	k did yo	ou spend	d engagin	g in the	e following activi	ities?
	a.	Billable work				hou	ırs per week	
	b.	Office administration				hou	ırs per week	
	c.	Client development or marketing				hou	ırs per week	
	d.	Keeping current on non-billable legal	l work			hou	ırs per week	
	e.	Bar service (local, voluntary or state))			hou	ırs per week	
	f.	Other legal matters				hou	ırs per week	
20.	Base	d upon your law firm's gross receipts,	what j	percenta	nge do tho	e follow	ving categories at	ttain?
	a. b. c.	All lawyer compensation Support staff compensation All other expenses			% %			
21.		te indicate the level of impact that each	h of the	e followi	ing factor	rs curre	ently has on your	r ability
	to su	ccessfully practice law?	N	lo	Mine	or	Major	
				<u>pact</u>	<u>Impa</u>		<u>Impact</u>	
	a. b. c. d. e. f. g. h. i. j. k. l. m.	Client expectations Court operations Economy Image of lawyers Increase in ADR Increased competition Increased specialization New technology Professionalism Pro se litigants Quality of the judiciary Unauthorized practice of law Work – life balance						
22.	Duri () () ()	I have had <u>increased</u> business/profita I have had <u>decreased</u> business/profita My practice has remained the same	ability ability	affected	your law	v practi	ce?	
	()	The economy does <u>not</u> impact my pr	acuce					

23.	In the	NEXT two years, how do you expect t	he eco	onomy	will	impa	ct your	practic	e?	
	() () ()	I believe I will have <u>increased</u> business. I believe it will remain the same. I believe I will have <u>decreased</u> business.	•							
	()	The economy does <u>not</u> impact my pract	etice							
24.		0, did your firm or legal office institut CK ALL THAT APPPLY)	e any	of the f	follo	wingʻ	?			
	() () () () () ()	Adjustments of billing rates Delay of lawyer salary increases Elimination of lawyer bonuses Elimination of non-lawyer bonuses Increase in partner capital contribution Lawyer hiring freeze Lawyer layoffs New lawyer offers retracted	ns))))))	Outs Outs Offs Offs Ren	source lessource nessource nessource nessource nessource nessource no	staff lay egal wor on-lawy gal work n-lawye on of off	k er functions r functions ice leases	
25.		anticipate that your firm or legal offi nain the same in 2011?	ice's b	oudget f	for e			llowing	will increase, o	decrease
		Category	Incr	<u>rease</u>		Ren the S		Deci	<u>rease</u>	
	a. b. c. d. e. f. g.	Direct mail Market research Online advertising Print advertising Television/radio advertising Social media Website modifications	(((((((((((((((((((())))))))))))	(((((((((((((((((((()))))	
26.	Compa	ared to the past, how much of the follo	wing	are you	ı exp	periei	ncing wi	ith clien	ts?	
		Category		tantial rease		Slig Incre		N <u>Incre</u>	lo ease	
	a. b. c. d.	Higher level of expectations Paying bills later Seeking discounts Seeking to pay bills over time	((()))		(((()))	((()))	

27.		ich type of attorneys do you feel have been <u>most</u> impacted by the result of the economic downturn? EASE CHECK ONLY ONE RESPONSE)
	() Government lawyers
	() Large-firm lawyers
	ì) Lawyers approaching retirement
	ì) Recent law graduates and newer lawyers
	ì) Sole practitioners and small-firm lawyers
	() Other ()
	() Attorneys across all types of practices/experience levels have been evenly impacted
28.	Wh	en do you think the economy will improve for the legal profession?
	() 2011 () 2013 or beyond
	() 2012
	(2011 () 2013 or beyond 2012 I do not anticipate it to improve in the near future
29.		ye you, or are you considering transitioning to a different career, to a different field of practice, starting your own firm? (CHECK ALL THAT APPLY) 1 Yes, to a different career 1 Yes, to a different field of practice 2 Yes, I am considering starting my own firm
	() No
30.		efly, please list any programs or resources that The Florida Bar might be able to provide to assist orneys during this difficult economic time:

For question 31, please indicate the <u>average</u> annual salary for the various members of your firm or legal office.

31. Please indicate the <u>AVERAGE ANNUAL SALARY</u> levels for the following members of your firm: (NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

	Attorneys	
a.	Recent law school graduates with no experience	\$
b.	Recent law school graduates with experience (internship, clerkship)	\$
c.	Current attorneys with less than 3 years of experience	\$
d.	Current attorneys with 3 to 5 years of experience	\$
e.	Current attorneys with 6 to 8 years of experience	\$
f.	Current attorneys with more than 8 years of experience	\$
g.	Partner, shareholder, or member	\$
	<u>Paralegals</u>	
h.	New hires without experience	\$
i.	Current paralegals with less than 5 years of experience	\$
j.	Current paralegals with 5 to 10 years of experience	\$
k.	Current paralegals with more than 10 years of experience	\$
	<u>Legal Secretaries</u>	
l.	New hires without experience	\$
m.	Current secretaries with less than 5 years of experience	\$
n.	Current secretaries with 5 to 10 years of experience	\$
0.	Current secretaries with more than 10 years of experience	\$

	Other	r Personnel				
a.	Full-t	ime office manager/legal a	dministrator		\$	
b.	Book	keeper or controller (full-ti	me)		\$	
c.	Book	keeper (part-time)			\$	
d.	Law	elerk			\$	
e.	Mark	eting coordinator			\$	
f.	Infor	mation technology adminis	trator		\$	
33.	Pleas 2009	e indicate your firm or le for:	gal office's annual perfo	rmance/m	erit salary increase in	
	a.	Attorneys	%	() no increase	
	b.	Non-lawyer staff	%	() no increase	
		SE	CTION II: LAW OFFI	CE MANA	AGEMENT	
34.		e indicate whether your fiving: (CHECK ALL TE		des attorno	eys with any of the	
) Palm Pilot/PDA) Tablet PC (iPad)	y, iPhone, Android, etc.)			
35.	Does	your firm or legal office p	provide and pay for cellu	ılar phone	e service for attorneys?	
	()) Yes	()	No		

Please indicate the <u>AVERAGE ANNUAL SALARY</u> levels for the following members of your firm: (NOTE: Salary Does Not Include Any Additional Bonuses or Compensation)

32.

36.	When you took your first job with (CHECK ONLY ONE RESPONS)		vas t	he <u>primary</u> rea	son for acceptin	ng that posi	tion?
	() Future opportunity	(`	Prestige of em	nlover		
	() Gaining trial/work experience	re ()	Salary	pioyei		
	() Locale	()		sole practitione	r	
	() Only job available	()		i sole praetitione		
			,	<u></u>			
37.	Please indicate whether or not you	are satisfied v	vith			•	l positio
	<u>Category</u>			<u>Satisfied</u>	<u>Unsatisfi</u>	<u>eu</u>	
	a. Advancement opportunities			()	()		
	b. Assistance from support stat	f		()	()		
	c. Attorney to support staff rati	io		()	()		
	d. Available technology			()	()		
	e. Challenging responsibilities			()	()		
	f. General working conditions			()	()		
	g. Hours			()	()		
	h. Job security			()	()		
	i. Relations with co-workers			()	()		
	j. Respect/prestige			()	()		
	k. Salary/fringe benefits			()	()		
	of the following areas? (CHECK Budget Item			Increased	Remained the Same	Decreas	sed_
	a. Association memberships			()	()	()	
	b. Continuing legal education			()	()	()	
	c. Marketing			()	()	()	
	d. New hires			()	()	()	
	e. Printing			()	()	()	
	f. Salary increases/bonuses			()	()	()	
	g. Technology			()	()	()	
	h. Travel			()	()	()	
	i. Using outside consulting/exp	perts		()	()	()	
39.	Which of the following benefits do (CHECK ALL THAT APPLY)	es your employ	yer (offer to <u>attorne</u>	<u>vs</u> ?		
	() Life insurance	()	Profit sharing			
	() Dental insurance	Ì)	Pension			
	() Medical insurance	Ì)	Annual bonus	es		
	() Paid vacation	()		on for CLE cour	ses	
	() Flexible work schedule	Ì)	Disability con			
	() Maternity leave	()	College tuition			
	() Paternity leave	Ì)	Relocation ex			
	() Paid parking	()	Reimbursed B			
	() Paid Bar dues	ì)	Reimbursed co	ertification/recer	tification ex	nenses

40.			indicate which of the following y CK ALL THAT APPLY)	our firm o	or le	gal office currently has in place?
	((((Active program to recruit and red Diversity sensitivity training pro Hurricane/disaster preparedness Pro bono service policy Strategic planning committee	gram for a		
41.			r practice, do you rely on some f lvances on cases? This includes l			earty financing for the operations of your office including credit, advances, etc.
	()	Yes Does not apply (SKIP TO 43)	()	No (SKIP TO 43)
42.	If y	yes,	has such financing become more	difficult t	to ol	otain or renew in the past few years?
	()	Yes	()	No
43.	Do	you	ı have professional malpractice i	nsurance?	?	
	()	Yes (SKIP TO 45)	()	No
44.			do <u>not</u> have professional malpra CT ONE RESPONSE AND <u>SKI</u>		ranc	e, please list your <u>primary</u> reason.
	()	Not cost effective	()	Not in private practice
	()	Not necessary	()	Firm does not provide
	()	Too expensive to maintain	()	Other ()
45.	Wl	hat i	is your coverage limit per incide	nt and clai	ims?	
	()	\$100,000/\$300,000	()	\$1 million/\$2 million
	()	\$250,000/\$500,000	()	\$3 million/\$3 million
	()	\$500,000/\$1 million	()	\$4 million and above
	()	\$1 million/\$1 million	()	Other ()
46.	Wl	hat i	is your annual deductible?			
	()	\$2,500 or less	()	\$15,000
	()	\$5,000	()	\$25,000
	()	\$10,000	()	Over \$25,000
	()	Other ()		
	•	,		•		

() Journal/News articles () Online reporting/checking status () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other () Other () Other () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking for anything in particular; just surfing () I wasn't looking format () Legal research () Judicial vacancies () Bar membership survey results () Judicial vacancies () Legal research () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars () Which area(s) of the site? () No () No () No () Online seminars/webinars () Online seminars/webinars () Online seminars/webinars () Online seminars/webinars	7. 1	During	g the past 12 months, how many times have y	you vis	sited	The Florida Bar's homepage?
8. The last time you accessed the Bar's website, what were the primary items you were looking! ALL THAT APPLY) () Attorney phone number/address () Member benefits () CLE course schedule () Online CLE course registration () Committee information () Online dues payment () Ethics opinions () Online membership records char () Journal/News articles () Online membership records char () Journal/News articles () Online membership records char () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Limks to legal resources () Other () () I wasn't looking for anything in particular; just surfing 9. Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legalslative research/bill analyses () Florida Bar meetings () Voluntary bars 1. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No 2. Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(()	None (SKIP TO 52)	()	3 to 4 times
8. The last time you accessed the Bar's website, what were the primary items you were looking! ALL THAT APPLY) () Attorney phone number/address () Member benefits () CLE course schedule () Online CLE course registration () Committee information () Online dues payment () Ethics opinions () Online membership records char () Journal/News articles () Online membership records char () Journal/News articles () Online paper process () Rules updates () Legislative activity () Section information () Links to legal resources () Other () I wasn't looking for anything in particular; just surfing 9. Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars 0. Please list any suggestions you may have regarding The Florida Bar making its website casies you to use. 1. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No 2. Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	((()	5 to 10 times
ALL THAT APPLY) () Attorney phone number/address () Member benefits () CLE course schedule () Online CLE course registration () Committee information () Online dues payment () Ethics opinions () Online membership records char () Journal/News articles () Online membership records char () Journal/News articles () Online reporting/checking status () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other () () I wasn't looking for anything in particular; just surfing D. Please indicate whether you have ever accessed The Florida Bar's website to obtain information of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars D. Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. 1. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site?	(()	Twice	()	More than 10 times
() CLE course schedule () Online CLE course registration () Committee information () Online dues payment () Ethics opinions () Online membership records char () Journali/News articles () Online reporting/checking status () Law office management info/LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other (were 1	the p	primary items you were looking for? (CHECI
() CLE course schedule () Online CLE course registration () Committee information () Online dues payment () Ethics opinions () Online membership records char () Journal/News articles () Online reporting/checking status () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other () I wasn't looking for anything in particular; just surfing Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(()	Attorney phone number/address	()	Member benefits
Committee information () Online dues payment () Ethics opinions () Online membership records char () Journal/News articles () Online reporting/checking status () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other () I wasn't looking for anything in particular; just surfing Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Legal research () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(()	Online CLE course registration
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() Journal/News articles () Online reporting/checking status () Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other (($\dot{}$	Ethics opinions	(Online membership records changes
() Law office management info./LOMAS () Rules updates () Legislative activity () Section information () Links to legal resources () Other () Other () I wasn't looking for anything in particular; just surfing Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	($\dot{}$		()	Online reporting/checking status of CLE
() Legislative activity () Section information () Links to legal resources () Other () Other () I wasn't looking for anything in particular; just surfing Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legal research () Plorida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(<u>(</u>		Ì)	
() Links to legal resources () Other (() I wasn't looking for anything in particular; just surfing Please indicate whether you have ever accessed The Florida Bar's website to obtain informat of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(Ì		
Please indicate whether you have ever accessed The Florida Bar's website to obtain information of the following topics: (CHECK ALL THAT APPLY) () Advertising rules () Judicial vacancies () Bar membership survey results () Justice Teaching program () Career Center () Legal research () Certification () Legislative research/bill analyses () Florida Bar meetings () Voluntary bars Please list any suggestions you may have regarding The Florida Bar making its website easier you to use. Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site? () No Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(<u>(</u>)		Ì		
of the following topics: (CHECK ALL THAT APPLY) () Advertising rules	(()	I wasn't looking for anything in particular; jus	t surfi	ng	
Have you ever accessed The Florida Bar's website from your smartphone, PDA, tablet PC or () Yes (Which area(s) of the site?	(() () () ()	Bar membership survey results Career Center Certification	((((()))	Justice Teaching program Legal research Legislative research/bill analyses
 () Yes (Which area(s) of the site?				g The	Flor	ida Bar making its website easier for
Which of the following formats for receiving CLE do you prefer? (CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars]	Have y	Yes (Which area(s) of the site?			
(CHECK ALL THAT APPLY) () Audio CD's () Online seminars/webinars	(()	No			
				do you	ı pro	efer?
	(()	Audio CD's	()	Online seminars/webinars
() Live programs () Teleconterencing	(() ()	Live programs	()	Teleconferencing
() Live programs () Teleconferencing () Workshops/training programs	(() ()		()	
() Cive webcasts () workshops/training programs () Other ()	())	workshops/training programs

	<u>Benefi</u>	<u>t</u>		Frequ	<u>ently</u>	<u>Occasi</u>	<u>onally</u>	Nev	<u>er</u>	<u>Unaw</u>	are of	
	Federa Fastca FLMIG GEICO Health Law F Lexis ProDo The Fl)))))))))))))))))))))))))))))))))))))	
54.		indicate any other membership n the near future:	bene	efits th	at yo	u would	like to	see T	he F	lorida l	Bar	
55.	How v	would you rate the amount of ma							Bara	?		
		Category	Too <u>Littl</u>			Just <u>Right</u>		Too <u>Much</u>				
	a. b.	Mail E-mail	()		()	(()				
56.	How r	nany different e-mail addresses o	do yo	ou utili	ze:							
	a.	For personal purposes	_									
	b.	For business purposes	_									
57.	How r	nany websites does your firm or	legal	l office	have	?						
	()	None (SKIP TO 59) One		()	Two More tha	n two					
58.		indicate which of the following in the community of the following in the community of the c	infor	matio	ı is ir	ncluded (on your	firm	or l	egal of	fice's w	ebsite:
		Comparisons between your law Past results of the lawyers and/o Statements about the quality of Testimonials from clients or thin	or firm the la	n ıwyer/f								

Please indicate how regularly you use the following Florida Bar membership benefits:

53.

59.	Which of the following social networki (CHECK ALL THAT APPLY)	ng/online communities does your firm or legal office utilize?
	 () Facebook () Legally Minded (ABA) () Legal OnRamp () Linked in 	 () Martindale-Hubbell Connected () MySpace () Twitter () Other ()
	() None	
60.	Which of the following video sharing s (CHECK ALL THAT APPLY)	ites have you or your firm/legal office used to promote legal services?
	() Google Video() MyVideo() Other (() Yahoo!Video () YouTube
	() None	
61.	Do you/your firm have a blog?	
	() Yes	() No (SKIP TO 63)
62.	If yes, does that blog contain informati	on about the services you/your firm provide?
	() Yes	() No
63.	How would you prefer to receive The I format or through the traditional prin	Florida Bar <i>News</i> in the future through an electronic ted and mailed version?
	() I prefer the electronic format() Either method is fine	() I prefer the print format
64.	How often do you access The Florida E	Bar News through the Bar's website?
	() At least once a week() 1 to 3 times per month	() Less than once a month() Never
65.	Are you a member of any Florida Bar	section?
	() Yes	() No (SKIP TO 67)

66.	Please rate the following services offe important' (5) to a low rating of 'not				Bar se	ctions	s fron	n a h	igh 1	ating	of 'very	
		Imp	ery ortant				ıtral			Imp	Not ortant	
	<u>Service</u>		<u>5</u>		<u>4</u>	Ś	<u>3</u>	2	<u>2</u>	•	<u>1</u>	
	CLE program discounts Committee involvement Directory	())	()	()	(()	())	
	Legislative activity Meetings Networking apportunities	()	()	()	(((((((((((((((((((()	()	
	Networking opportunities Newsletter	()	()))	()	()	()	
	Online newsletter Retreat Service programs	()	()	()	()	()	
	Service programs	(,	(,	(,	(,	(,	
SECT	TION III: DEMOGRAPHICS											
67.	What is your gender?											
	() Male		()	Fem	ale						
68.	What is your race or ethnic origin?											
	() African-American/Black() Asian/Pacific Islander		()		ve An						
	() Hispanic/Latino		()	Othe	er (
69.	How many years have you been licen	sed to	practi	ce w	vith T	he Flo	orida	Bar	?			
	years											
70.	What is your age?											
71.	Please indicate YOUR NET INCOM	<u>E</u> deri	ved fro	m a	all lega	al woı	rk					
	\$											
72.	In what <u>COUNTY</u> in Florida is your (PLEASE LIST ONLY ONE C			ctic	e loca	ted?						

()		Yes	()	No
	•	_	lease check all skill or function areas th K ALL THAT APPLY)	at are aff	ecte	d by your disabilit
()		Mobility	()	Hearing
()		Mobility Vision	()	Hearing Respiratory
()		•	()	Hearing Respiratory Physical Health
(((Vision	((()	Respiratory

MAILING INSTRUCTIONS

Thank you for completing this survey. Please remove your mailing label and fold the survey so that the Bar's address appears on the outside, staple the survey, and mail it back to The Florida Bar. Once again, thank you for your time and consideration.